

## **Appendix 2**

### **California Regional Data by Class by Survey Respondent**

## Patrol Officer

Northern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Officer California Highway Patrol	\$4,740	\$5,762	\$230		\$392	\$288	\$64		\$913	\$78	\$9	\$692		\$84	\$8,512
City of Redding	Police Officer	\$3,880	\$5,461			\$491	\$284	\$75		\$950		\$15			\$79	\$7,356
City of Roseville	Police Officer	\$4,084	\$5,881	\$294		\$529	\$588		\$970						\$85	\$8,348
City of Sacramento	Police Officer	\$4,216	\$5,125			\$461	\$769	\$76	\$880						\$74	\$7,385
County of Mendocino	Deputy Sheriff/Coroner II	\$3,455	\$4,200	\$210		\$252	\$420	\$50		\$965					\$321	\$6,418
County of Placer	Deputy Sheriff II	\$3,865	\$4,715	\$472		\$424	\$870	\$89		\$1,126	\$50	\$9	\$236		\$361	\$8,351
County of Sacramento	Deputy Sheriff	\$4,265	\$5,185			\$274	\$1,037	\$75		\$827	\$95				\$397	\$7,890
County of Sutter	Deputy Sheriff	\$3,938	\$4,226			\$380	\$90	\$67		\$887	\$44	\$15			\$323	\$6,033
Federal Government-Northern Region	No Comparable Class															
	Base Salary Median		\$5,125											Total Compensation Median	\$7,385	
	Base Salary Mean		\$4,970											Total Compensation Mean	\$7,397	
	State Relationship to Median		11.06%											State Relationship to Median	13.24%	
	State Relationship to Mean		13.74%											State Relationship to Mean	13.10%	
	Number of Comparable Matches		7													

## Patrol Officer

Bay Area																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Officer California Highway Patrol	\$4,740	\$5,762	\$230		\$392	\$288	\$64		\$913	\$78	\$9	\$692		\$84	\$8,512
City of Oakland	Police Officer	\$5,764	\$7,264	\$156		\$654	\$291	\$64		\$1,121	\$97	\$23			\$105	\$9,775
City of San Jose	Police Officer	\$5,358	\$7,174				\$538	\$56		\$977	\$101				\$104	\$8,950
City/County of San Francisco	Police Officer	\$5,458	\$7,167				\$430	\$63		\$860	\$109				\$104	\$8,733
County of Alameda	Deputy Sheriff II	\$5,907	\$7,174				\$430	\$90		\$1,185	\$124				\$549	\$9,552
County of Contra Costa	Deputy Sheriff II	\$5,240	\$6,369			\$294	\$318	\$67		\$975	\$59				\$92	\$8,175
County of Santa Clara	Deputy Sheriff	\$5,497	\$6,682			\$568	\$501	\$71		\$1,225	\$113	\$11			\$97	\$9,268
Federal Government - Bay Area	No Comparable Class															
	Base Salary Median		\$7,171											Total Compensation Median		\$9,109
	Base Salary Mean		\$6,972											Total Compensation Mean		\$9,076
	State Relationship to Median		-24.44%											State Relationship to Median		-7.01%
	State Relationship to Mean		-20.99%											State Relationship to Mean		-6.62%
	Number of Comparable Matches		6													

## Patrol Officer

Central Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Officer California Highway Patrol	\$4,740	\$5,762	\$230		\$392	\$288	\$64		\$913	\$78	\$9	\$692		\$84	\$8,512
City of Bakersfield	Police Officer	\$4,155	\$5,062			\$456	\$506	\$83		\$1,110	\$63				\$73	\$7,353
City of Fresno	Police Officer	\$4,779	\$5,810				\$232	\$91		\$655					\$84	\$6,873
City of Modesto	Police Officer	\$4,226	\$5,137			\$385	\$103	\$92	\$812						\$74	\$6,604
City of Stockton	Police Officer	\$3,633	\$5,419	\$759	\$108	\$488	\$488	\$133		\$890					\$79	\$8,363
County of Fresno	Deputy Sheriff III	\$4,803	\$5,559				\$278	\$42	\$664						\$425	\$6,968
County of Kern	Deputy Sheriff II	\$3,884	\$4,741			\$534	\$569	\$67		\$830	\$60	\$11			\$363	\$7,175
County of Merced	Deputy Sheriff/Coroner II	\$3,711	\$4,512			\$196	\$226	\$65		\$1,054	\$93	\$17			\$345	\$6,507
County of San Joaquin	Deputy Sheriff II	\$4,375	\$5,316			\$121	\$532	\$83		\$1,424	\$47	\$6			\$77	\$7,606
County of San Luis Obispo	Deputy Sheriff	\$5,320	\$6,465			\$453	\$150	\$45	\$325						\$495	\$7,932
County of Stanislaus	Deputy Sheriff	\$4,059	\$4,934			\$407	\$197	\$89		\$1,135	\$97	\$28			\$377	\$7,265
Federal Government - Central Region	No Comparable Class															
		Base Salary Median	\$4,191											Total Compensation Median	\$7,220	
		Base Salary Mean	\$4,295											Total Compensation Mean	\$7,265	
		State Relationship to Median	27.27%											State Relationship to Median	15.18%	
		State Relationship to Mean	25.47%											State Relationship to Mean	14.66%	
		Number of Comparable Matches	10													
Patrol Officer																
Southern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Officer California Highway Patrol	\$4,740	\$5,762	\$230		\$392	\$288	\$64		\$913	\$78	\$9	\$692		\$84	\$8,512
City of Anaheim	Police Officer	\$4,600	\$6,164			\$555	\$925			\$954	\$56				\$89	\$8,743
City of Chula Vista	Peace Officer	\$5,026	\$6,110			\$550	\$300			\$919	\$48				\$89	\$8,015
City of Long Beach	Police Officer	\$4,488	\$5,558	\$278		\$445	\$350		\$843						\$81	\$7,554
City of Los Angeles	Police Officer II	\$4,562	\$6,214	\$513		\$62	\$373	\$79		\$774	\$68				\$90	\$8,173
City of Riverside	Police Officer	\$4,893	\$6,245			\$562	\$781		\$935						\$91	\$8,613
City of San Diego	Police Officer II	\$4,651	\$5,620			\$230	\$422	\$75	\$465						\$81	\$6,893
City of Santa Ana	Police Officer	\$5,051	\$6,140			\$553	\$921			\$767	\$80				\$89	\$8,550
County of Los Angeles	Deputy Sheriff	\$4,432	\$5,813	\$174	\$233		\$727	\$83	\$946		\$57				\$84	\$8,117
County of Orange	Deputy Sheriff II	\$4,635	\$6,476			\$780	\$350			\$620	\$48				\$94	\$8,368
County of Riverside	Deputy Sheriff	\$4,056	\$5,442			\$490	\$599		\$568						\$79	\$7,177
County of San Bernardino	Deputy Sheriff	\$3,903	\$5,469			\$306	\$366	\$52		\$872					\$79	\$7,144
County of San Diego	Deputy Sheriff	\$3,943	\$5,643			\$536	\$423	\$60	\$568						\$82	\$7,312
County of Ventura	Deputy Sheriff	\$4,478	\$6,252		\$125	\$719	\$332	\$56	\$537						\$91	\$8,112
Federal Government - Southern Region	No Comparable Class															
		Base Salary Median	\$6,110											Total Compensation Median	\$8,112	
		Base Salary Mean	\$5,934											Total Compensation Mean	\$7,906	
		State Relationship to Median	-6.04%											State Relationship to Median	4.70%	
		State Relationship to Mean	-2.99%											State Relationship to Mean	7.13%	
		Number of Comparable Matches	13													

### Sergeant

Northern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
<b>Department of Personnel Administration</b>	<b>Sergeant California Highway Patrol</b>	<b>\$5,765</b>	<b>\$7,008</b>	<b>\$280</b>		<b>\$492</b>	<b>\$350</b>	<b>\$64</b>		<b>\$1,013</b>			<b>\$813</b>		<b>\$102</b>	<b>\$10,122</b>
City of Redding	Police Sergeant	\$5,925	\$7,050			\$635	\$361	\$67		\$950		\$15			\$102	\$9,180
City of Roseville	Police Sergeant	\$5,378	\$7,207	\$360		\$649	\$721		\$970						\$105	\$10,011
City of Sacramento	Police Sergeant	\$5,401	\$6,565			\$591	\$985	\$76	\$880						\$95	\$9,192
County of Mendocino	Sheriff's Sergeant	\$4,240	\$5,138	\$257		\$308	\$514	\$50		\$965					\$393	\$7,625
County of Placer	Sheriff's Sergeant	\$4,482	\$5,437	\$544		\$489	\$978	\$89		\$1,126	\$50	\$9	\$272		\$416	\$9,410
County of Sacramento	Sheriff's Sergeant	\$4,947	\$6,013			\$318	\$1,203	\$75		\$827	\$95				\$460	\$8,991
County of Sutter	Sheriff's Sergeant/Detective	\$3,797	\$4,690			\$422	\$90	\$67		\$887	\$44	\$15			\$359	\$6,574
Federal Government-Northern Region	No Comparable Class															
		<b>Base Salary Median</b>		<b>\$6,013</b>											<b>Total Compensation Median</b>	<b>\$9,180</b>
		<b>Base Salary Mean</b>		<b>\$6,014</b>											<b>Total Compensation Mean</b>	<b>\$8,712</b>
		<b>State Relationship to Median</b>		<b>14.20%</b>											<b>State Relationship to Median</b>	<b>9.31%</b>
		<b>State Relationship to Mean</b>		<b>14.18%</b>											<b>State Relationship to Mean</b>	<b>13.93%</b>
		<b>Number of Comparable Matches</b>		<b>7</b>												

### Sergeant

Bay Area																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
<b>Department of Personnel Administration</b>	<b>Sergeant California Highway Patrol</b>	<b>\$5,765</b>	<b>\$7,008</b>	<b>\$280</b>		<b>\$492</b>	<b>\$350</b>	<b>\$64</b>		<b>\$1,013</b>			<b>\$813</b>		<b>\$102</b>	<b>\$10,122</b>
City of Oakland	Sergeant of Police	\$8,381	\$8,381	\$156		\$754	\$335	\$64		\$1,121	\$97	\$23			\$122	\$11,053
City of San Jose	Police Sergeant	\$6,835	\$8,306				\$623	\$56		\$977	\$101				\$120	\$10,183
City/County of San Francisco	Police Sergeant	\$8,324	\$8,324				\$499	\$63		\$860	\$109				\$121	\$9,976
County of Alameda	Sergeant	\$7,774	\$8,563				\$514	\$90		\$1,185	\$124				\$628	\$11,104
County of Contra Costa	Sergeant	\$6,060	\$7,367			\$340	\$368	\$67		\$975	\$59				\$107	\$9,284
County of Santa Clara	Sheriff's Sergeant	\$6,363	\$7,742			\$658	\$581	\$71		\$1,225	\$113	\$11			\$112	\$10,513
Federal Government - Bay Area	No Comparable Class															
		<b>Base Salary Median</b>		<b>\$8,315</b>											<b>Total Compensation Median</b>	<b>\$10,348</b>
		<b>Base Salary Mean</b>		<b>\$8,114</b>											<b>Total Compensation Mean</b>	<b>\$10,352</b>
		<b>State Relationship to Median</b>		<b>-18.65%</b>											<b>State Relationship to Median</b>	<b>-2.24%</b>
		<b>State Relationship to Mean</b>		<b>-15.78%</b>											<b>State Relationship to Mean</b>	<b>-2.27%</b>
		<b>Number of Comparable Matches</b>		<b>6</b>												

### Sergeant

Central Region	Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
	<b>Department of Personnel Administration</b>	<b>Sergeant California Highway Patrol</b>	<b>\$5,765</b>	<b>\$7,008</b>	<b>\$280</b>		<b>\$492</b>	<b>\$350</b>	<b>\$64</b>		<b>\$1,013</b>			<b>\$813</b>		<b>\$102</b>	<b>\$10,122</b>
	City of Bakersfield	Police Sergeant	\$5,879	\$7,147			\$643	\$715	\$83		\$1,110	\$63				\$104	\$9,865
	City of Fresno	Police Sergeant	\$5,593	\$6,800				\$272	\$91		\$655					\$99	\$7,917
	City of Modesto	Police Sergeant	\$5,562	\$6,761		\$101	\$507		\$92	\$812						\$98	\$8,372
	City of Stockton	Police Sergeant	\$4,988	\$6,403	\$320	\$128	\$576	\$576	\$133		\$890					\$93	\$9,120
	County of Fresno	Sheriff's Sergeant	\$5,674	\$6,898				\$345	\$42	\$667						\$528	\$8,480
	County of Kern	Sheriff's Sergeant	\$4,885	\$5,964			\$672	\$716	\$67		\$830	\$60	\$11			\$456	\$8,776
	County of Merced	Sheriff's Sergeant	\$4,404	\$5,358			\$232	\$268	\$65		\$1,054	\$93	\$17			\$410	\$7,497
	County of San Joaquin	Sergeant	\$5,190	\$6,308	\$158	\$63	\$144	\$631	\$83	\$1,477						\$91	\$8,955
	County of San Luis Obispo	Sergeant	\$6,460	\$7,852			\$550	\$150	\$45	\$325						\$601	\$9,522
	County of Stanislaus	Sergeant	\$4,806	\$5,844			\$482	\$292	\$89		\$1,135	\$97	\$28			\$447	\$8,414
	Federal Government - Central Region	No Comparable Class															
		<b>Base Salary Median</b>		<b>\$6,582</b>												<b>Total Compensation Median</b>	<b>\$8,628</b>
		<b>Base Salary Mean</b>		<b>\$6,534</b>												<b>Total Compensation Mean</b>	<b>\$8,692</b>
		<b>State Relationship to Median</b>		<b>6.08%</b>												<b>State Relationship to Median</b>	<b>14.76%</b>
		<b>State Relationship to Mean</b>		<b>6.77%</b>												<b>State Relationship to Mean</b>	<b>14.13%</b>
		<b>Number of Comparable Matches</b>		<b>10</b>													

### Sergeant

Southern Region	Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
	<b>Department of Personnel Administration</b>	<b>Sergeant California Highway Patrol</b>	<b>\$5,765</b>	<b>\$7,008</b>	<b>\$280</b>		<b>\$492</b>	<b>\$350</b>	<b>\$64</b>		<b>\$1,013</b>			<b>\$813</b>		<b>\$102</b>	<b>\$10,122</b>
	City of Anaheim	Police Sergeant	\$7,925	\$8,322			\$749	\$187			\$954	\$56				\$121	\$10,389
	City of Chula Vista	Police Sergeant	\$6,367	\$7,739			\$697	\$350			\$919	\$48				\$112	\$9,865
	City of Long Beach	Police Sergeant	\$5,704	\$7,259	\$363		\$581	\$350		\$843						\$105	\$9,501
	City of Los Angeles	Police Sergeant II	\$5,890	\$8,157	\$513		\$82	\$489	\$79		\$774	\$68				\$118	\$10,281
	City of Riverside	Police Sergeant	\$6,885	\$7,968		\$200	\$717	\$996		\$935						\$116	\$10,932
	City of San Diego	Police Sergeant	\$5,646	\$6,825			\$280	\$512	\$75	\$465						\$99	\$8,256
	City of Santa Ana	Police Sergeant	\$6,230	\$7,571			\$681	\$1,136			\$767	\$80				\$110	\$10,345
	County of Los Angeles	Sergeant	\$5,900	\$7,330	\$220	\$293		\$916	\$83	\$946		\$57				\$106	\$9,952
	County of Orange	Sergeant	\$5,671	\$8,032			\$967	\$390			\$620	\$48				\$116	\$10,174
	County of Riverside	Sheriff's Sergeant	\$5,718	\$7,473			\$673	\$822	\$83	\$568						\$108	\$9,727
	County of San Bernardino	Sergeant	\$5,280	\$6,731			\$387	\$640	\$52		\$872					\$98	\$8,779
	County of San Diego	Sheriff's Sergeant	\$6,488	\$6,812			\$647	\$511	\$60	\$568						\$99	\$8,697
	County of Ventura	Sergeant	\$5,841	\$8,190		\$164	\$942	\$435	\$56	\$537						\$119	\$10,442
	Federal Government - Southern Region	No Comparable Class															
		<b>Base Salary Median</b>		<b>\$7,571</b>												<b>Total Compensation Median</b>	<b>\$9,952</b>
		<b>Base Salary Mean</b>		<b>\$7,570</b>												<b>Total Compensation Mean</b>	<b>\$9,795</b>
		<b>State Relationship to Median</b>		<b>-8.03%</b>												<b>State Relationship to Median</b>	<b>1.68%</b>
		<b>State Relationship to Mean</b>		<b>-8.02%</b>												<b>State Relationship to Mean</b>	<b>3.23%</b>
		<b>Number of Comparable Matches</b>		<b>13</b>													

Department of Personnel Administration  
Data Effective: January 1, 2007

### Captain

Northern Region																	
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Disability	Other Health	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Captain California Highway Patrol	\$9,540	\$10,837			\$798		\$64		\$1,013				\$130		\$157	\$12,999
City of Redding	Police Captain	\$7,530	\$8,964			\$807	\$457	\$67		\$950		\$17				\$130	\$11,391
City of Roseville	Police Captain	\$8,310	\$11,137	\$278	\$668	\$1,002				\$1,000	\$148	\$30				\$161	\$14,425
City of Sacramento	Police Captain	\$7,642	\$11,462		\$458	\$1,032	\$2,292	\$76	\$880							\$166	\$16,367
County of Mendocino	Sheriff's Captain	\$6,020	\$7,320	\$549	\$220	\$659	\$732	\$50		\$965						\$560	\$11,054
County of Placer	Sheriff's Captain	\$7,097	\$8,629	\$863		\$777	\$1,457	\$89		\$1,126	\$50	\$18	\$431			\$629	\$14,069
County of Sacramento	Sheriff's Captain	\$6,788	\$8,251			\$436	\$1,650	\$75		\$827	\$95					\$623	\$11,958
County of Sutter	Division Commander	\$5,119	\$6,293			\$566	\$80	\$42		\$887	\$44					\$481	\$8,394
Federal Government-Northern Region	No Comparable Class																
	Base Salary Median		\$8,629													Total Compensation Median	\$11,958
	Base Salary Mean		\$8,865													Total Compensation Mean	\$12,523
	State Relationship to Median		20.37%													State Relationship to Median	8.01%
	State Relationship to Mean		18.20%													State Relationship to Mean	3.67%
Number of Comparable Matches		7															

### Captain

Bay Area																		
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Disability	Other Health	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation	
Department of Personnel Administration	Captain California Highway Patrol	\$9,540	\$10,837			\$798		\$64		\$1,013				\$130		\$157	\$12,999	
City of Oakland	Captain of Police	\$12,379	\$12,379	\$156		\$1,114	\$619	\$64		\$1,121	\$97					\$179	\$15,730	
City of San Jose	Police Captain	\$9,159	\$11,131				\$835	\$56		\$977	\$101					\$161	\$13,261	
City/County of San Francisco	Police Captain	\$11,160	\$11,160				\$670	\$63		\$860	\$109					\$162	\$13,023	
County of Alameda	Captain	\$9,840	\$11,950				\$896	\$90		\$1,185	\$124		\$125			\$677	\$15,047	
County of Contra Costa	Captain	\$8,605	\$10,459	\$523	\$40	\$510	\$523	\$73		\$975	\$59	\$0				\$152	\$13,314	
County of Santa Clara	Captain	\$9,826	\$12,606			\$1,072		\$71		\$1,225	\$113					\$183	\$15,269	
Federal Government - Bay Area	No Comparable Class																	
	Base Salary Median		\$11,555													Total Compensation Median		\$14,181
	Base Salary Mean		\$11,614													Total Compensation Mean		\$14,274
	State Relationship to Median		-6.63%													State Relationship to Median		-9.09%
	State Relationship to Mean		-7.17%													State Relationship to Mean		-9.81%
Number of Comparable Matches			6															

### Captain

Central Region																	
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Disability	Other Health	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
<b>Department of Personnel Administration</b>	<b>Captain California Highway Patrol</b>	<b>\$9,540</b>	<b>\$10,837</b>			<b>\$798</b>		<b>\$64</b>		<b>\$1,013</b>				<b>\$130</b>		<b>\$157</b>	<b>\$12,999</b>
City of Bakersfield	Police Captain	\$8,391	\$10,200			\$918	\$1,020	\$83		\$1,110	\$63					\$148	\$13,542
City of Fresno	Police Captain	\$7,768	\$9,762		\$120			\$66		\$655		\$43				\$142	\$10,788
City of Modesto	Police Captain	\$7,718	\$9,403		\$235	\$705		\$92	\$812			\$39				\$136	\$11,423
City of Stockton	Police Captain	\$7,910	\$10,154	\$609	\$508	\$914	\$1,218	\$133		\$890		\$20				\$147	\$14,594
County of Fresno	Sheriff's Captain	\$7,312	\$8,887				\$444	\$42	\$667			\$17				\$633	\$10,690
County of Kern	Sheriff's Commander	\$6,790	\$8,289			\$934	\$597	\$67		\$830	\$60					\$624	\$11,401
County of Merced	Commander-Operations	\$6,086	\$7,403			\$321	\$370	\$65		\$1,054	\$93	\$48				\$566	\$9,921
County of San Joaquin	Sheriff Captain	\$7,859	\$9,552	\$143	\$96	\$218	\$1,051	\$83	\$1,534							\$139	\$12,815
County of San Luis Obispo	Sheriff's Commander	\$8,559	\$10,403					\$45	\$350			\$30	\$17			\$655	\$11,499
County of Stanislaus	Captain	\$6,669	\$10,004		\$150	\$825		\$85		\$1,135	\$97					\$649	\$12,945
Federal Government - Central Region	No Comparable Class																
		<b>Base Salary Median</b>	<b>\$9,657</b>													<b>Total Compensation Median</b>	<b>\$11,461</b>
		<b>Base Salary Mean</b>	<b>\$9,406</b>													<b>Total Compensation Mean</b>	<b>\$11,962</b>
		<b>State Relationship to Median</b>	<b>10.89%</b>													<b>State Relationship to Median</b>	<b>11.83%</b>
		<b>State Relationship to Mean</b>	<b>13.21%</b>													<b>State Relationship to Mean</b>	<b>7.98%</b>
		<b>Number of Comparable Matches</b>	<b>10</b>														

### Captain

Southern Region																	
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Disability	Other Health	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
<b>Department of Personnel Administration</b>	<b>Captain California Highway Patrol</b>	<b>\$9,540</b>	<b>\$10,837</b>			<b>\$798</b>		<b>\$64</b>		<b>\$1,013</b>				<b>\$130</b>		<b>\$157</b>	<b>\$12,999</b>
City of Anaheim	Police Captain	\$9,532	\$13,106			\$1,180				\$954	\$56	\$14				\$190	\$15,500
City of Chula Vista	Police Captain	\$12,416	\$12,416			\$1,117			\$936							\$180	\$14,649
City of Long Beach	Police Commander	\$7,227	\$9,033	\$452		\$723			\$843			\$23				\$131	\$11,205
City of Los Angeles	Police Captain II	\$10,122	\$11,910			\$119	\$596	\$79		\$774	\$68					\$173	\$13,718
City of Riverside	Police Captain	\$9,552	\$12,494		\$157	\$1,124			\$935							\$181	\$14,892
City of San Diego	Police Captain	\$8,575	\$10,272			\$421	\$770	\$75	\$715			\$0				\$149	\$12,402
City of Santa Ana	Police Captain	\$10,207	\$11,816			\$1,063	\$886			\$938	\$100	\$39				\$171	\$15,014
County of Los Angeles	Captain	\$8,625	\$10,715	\$321	\$429		\$1,179		\$918		\$61					\$155	\$13,778
County of Orange	Captain	\$10,325	\$11,775			\$1,418				\$620	\$74					\$171	\$14,057
County of Riverside	Sheriff Captain	\$7,594	\$9,926			\$893	\$1,092	\$42	\$568			\$0				\$144	\$12,665
County of San Bernardino	Captain	\$7,394	\$9,462		\$757	\$960	\$1,041			\$750						\$137	\$13,107
County of San Diego	Sheriff's Captain	\$7,415	\$9,011			\$856	\$901	\$60	\$568							\$131	\$11,527
County of Ventura	Commander	\$8,680	\$12,152		\$365	\$1,397	\$911	\$56	\$537			\$57				\$176	\$15,651
Federal Government - Southern Region	No Comparable Class																
		<b>Base Salary Median</b>	<b>\$11,775</b>													<b>Total Compensation Median</b>	<b>\$13,778</b>
		<b>Base Salary Mean</b>	<b>\$11,084</b>													<b>Total Compensation Mean</b>	<b>\$13,705</b>
		<b>State Relationship to Median</b>	<b>-8.66%</b>													<b>State Relationship to Median</b>	<b>-5.99%</b>
		<b>State Relationship to Mean</b>	<b>-2.28%</b>													<b>State Relationship to Mean</b>	<b>-5.43%</b>
		<b>Number of Comparable Matches</b>	<b>13</b>														

Department of Personnel Administration

Data Effective: January 1, 2007

## Correctional Officer

Northern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Correctional Officer	\$5,055	\$6,144	\$246	\$123		\$135	\$44		\$807	\$44	\$8	\$130		\$89	\$7,770
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	Corrections Deputy	\$3,323	\$4,040	\$202		\$242	\$202	\$50		\$965					\$309	\$6,010
County of Placer	Correctional Officer II	\$3,592	\$4,366	\$437		\$393		\$89		\$1,190	\$50	\$9			\$334	\$6,868
County of Sacramento	Deputy Sheriff	\$4,265	\$5,185			\$274	\$1,037	\$75		\$827	\$95				\$397	\$7,890
County of Sutter	Correctional Officer	\$2,847	\$3,555			\$320	\$90	\$67		\$887	\$44	\$15			\$272	\$5,250
Federal Government-Northern Region	Correctional Officer	\$3,134	\$4,571		\$229			\$33		\$697					\$350	\$5,880
	Base Salary Median		\$4,366											Total Compensation Median		\$6,010
	Base Salary Mean		\$4,343											Total Compensation Mean		\$6,379
	State Relationship to Median		28.94%											State Relationship to Median		22.64%
	State Relationship to Mean		29.31%											State Relationship to Mean		17.89%
	Number of Comparable Matches		5													

## Correctional Officer

Bay Area																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Correctional Officer	\$5,055	\$6,144	\$246	\$123		\$135	\$44		\$807	\$44	\$8	\$130	\$175	\$89	\$7,945
City of Oakland	No Comparable Class															
City of San Jose	No Comparable Class															
City/County of San Francisco	Deputy Sheriff	\$4,912	\$6,266	\$125			\$376	\$71		\$860	\$109				\$91	\$7,898
County of Alameda	Deputy Sheriff II	\$5,907	\$7,174				\$430	\$90		\$1,185	\$124				\$549	\$9,552
County of Contra Costa	Deputy Sheriff II	\$5,240	\$6,369			\$294	\$318	\$67		\$975	\$59				\$92	\$8,175
County of Santa Clara	Correctional Officer	\$4,804	\$5,839			\$496	\$438	\$71		\$1,225	\$113	\$11			\$85	\$8,278
Federal Government - Bay Area	Correctional Officer	\$3,432	\$4,941		\$247			\$33		\$697					\$378	\$6,296
	Base Salary Median		\$6,266											Total Compensation Median		\$8,175
	Base Salary Mean		\$6,118											Total Compensation Mean		\$8,040
	State Relationship to Median		-1.99%											State Relationship to Median		-2.90%
	State Relationship to Mean		0.43%											State Relationship to Mean		-1.20%
	Number of Comparable Matches		5													



## Correctional Officer

Central Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Correctional Officer	\$5,055	\$6,144	\$246	\$123		\$135	\$44		\$807	\$44	\$8	\$130		\$89	\$7,770
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	Correctional Officer III	\$3,414	\$4,150				\$208	\$42	\$667						\$317	\$5,384
County of Kern	Sheriff's Detentions Deputy	\$3,278	\$4,002	\$240		\$451		\$67		\$830	\$60	\$11			\$306	\$5,967
County of Merced	Correctional Officer II	\$3,300	\$4,013			\$174	\$201	\$65		\$1,054	\$93	\$17			\$307	\$5,924
County of San Joaquin	Correctional Officer	\$3,779	\$4,593	\$46		\$105		\$83		\$1,424	\$47	\$6			\$67	\$6,370
County of San Luis Obispo	Sheriff's Correctional Officer	\$4,675	\$5,683			\$398	\$150	\$45	\$325						\$435	\$7,036
County of Stanislaus	Deputy Sheriff-Custodial	\$3,652	\$4,439			\$366	\$178	\$89		\$1,135	\$97	\$28			\$340	\$6,671
Federal Government - Central Region	Correctional Officer	\$2,966	\$4,270		\$214			\$33		\$697					\$327	\$5,540
		Base Salary Median	\$4,270											Total Compensation Median	\$5,967	
		Base Salary Mean	\$4,450											Total Compensation Mean	\$6,128	
		State Relationship to Median	30.50%											State Relationship to Median	23.20%	
		State Relationship to Mean	27.57%											State Relationship to Mean	21.14%	
		Number of Comparable Matches	7													
Correctional Officer																
Southern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Correctional Officer	\$5,055	\$6,144	\$246	\$123		\$135	\$44		\$807	\$44	\$8	\$130		\$89	\$7,770
City of Anaheim	No Comparable Class															
City of Chula Vista	No Comparable Class															
City of Long Beach	No Comparable Class															
City of Los Angeles	No Comparable Class															
City of Riverside	No Comparable Class															
City of San Diego	No Comparable Class															
City of Santa Ana	No Comparable Class															
County of Los Angeles	Deputy Sheriff	\$4,432	\$5,813	\$174	\$233		\$349	\$83	\$946		\$57				\$84	\$7,739
County of Orange	Deputy Sheriff II	\$3,635	\$6,476			\$780	\$390			\$620	\$48				\$94	\$8,408
County of Riverside	Correctional Deputy II	\$3,452	\$4,635			\$417		\$83	\$568						\$67	\$5,771
County of San Bernardino	Deputy Sheriff	\$3,903	\$5,469			\$311	\$366	\$52		\$872					\$79	\$7,149
County of San Diego	Deputy Sheriff-Detentions/Court Services	\$3,160	\$4,890			\$465	\$245	\$60	\$568						\$71	\$6,298
County of Ventura	Deputy Sheriff	\$4,478	\$6,252		\$188	\$719	\$332	\$56	\$537						\$91	\$8,174
Federal Government - Southern Region	Correctional Officer	\$3,134	\$4,511		\$226			\$33		\$697					\$345	\$5,812
		Base Salary Median	\$5,469											Total Compensation Median	\$7,149	
		Base Salary Mean	\$5,435											Total Compensation Mean	\$7,050	
		State Relationship to Median	10.99%											State Relationship to Median	7.99%	
		State Relationship to Mean	11.54%											State Relationship to Mean	9.26%	
		Number of Comparable Matches	7													

## Correctional Sergeant

Northern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Correctional Sergeant	\$5,675	\$6,892	\$207	\$138		\$100	\$44		\$1,013			\$130		\$100	\$8,624
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	Corrections Sergeant	\$4,240	\$5,153	\$258		\$309	\$515	\$50		\$965					\$394	\$7,644
County of Placer	Correctional Sergeant	\$3,960	\$4,814	\$481		\$433		\$89		\$1,190	\$50	\$9			\$368	\$7,435
County of Sacramento	Sheriff's Sergeant	\$4,947	\$6,013			\$318	\$1,203	\$75		\$827	\$95				\$460	\$8,991
County of Sutter	Correctional Sergeant	\$3,398	\$4,226			\$380	\$90	\$67		\$887	\$44	\$15			\$323	\$6,033
Federal Government-Northern Region	No Comparable Class															
	Base Salary Median		\$4,984											Total Compensation Median	\$7,540	
	Base Salary Mean		\$5,052											Total Compensation Mean	\$7,526	
	State Relationship to Median		27.69%											State Relationship to Median	12.57%	
	State Relationship to Mean		26.70%											State Relationship to Mean	12.73%	
	Number of Comparable Matches	4														

## Correctional Sergeant

Bay Area																		
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation		
Department of Personnel Administration	Correctional Sergeant	\$5,675	\$6,892	\$207	\$138		\$100	\$44		\$1,013			\$130	\$175	\$100	\$8,799		
City of Oakland	No Comparable Class																	
City of San Jose	No Comparable Class																	
City/County of San Francisco	Sheriff's Sergeant	\$6,000	\$7,657	\$153			\$459	\$71		\$860	\$109				\$111	\$9,421		
County of Alameda	Sergeant	\$7,774	\$8,563				\$514	\$90		\$1,185	\$124				\$628	\$11,104		
County of Contra Costa	Sergeant	\$6,060	\$7,367			\$340	\$368	\$67		\$975	\$59				\$107	\$9,284		
County of Santa Clara	Correctional Sergeant	\$6,363	\$7,742			\$658	\$581	\$71		\$1,225	\$113	\$11			\$112	\$10,513		
Federal Government - Bay Area	No Comparable Class																	
	Base Salary Median		\$7,700													Total Compensation Median	\$9,967	
	Base Salary Mean		\$7,832													Total Compensation Mean	\$10,080	
	State Relationship to Median		-11.72%													State Relationship to Median	-13.27%	
	State Relationship to Mean		-13.64%													State Relationship to Mean	-14.56%	
	Number of Comparable Matches		4															

## Correctional Sergeant

Central Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Correctional Sergeant	\$5,675	\$6,892	\$207	\$138		\$100	\$44		\$1,013			\$130		\$100	\$8,624
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	Correctional Sergeant	\$4,407	\$5,358					\$42	\$667						\$410	\$6,477
County of Kern	Sheriff's Detentions Sergeant	\$4,123	\$5,034	\$302		\$567		\$67		\$830	\$60	\$11			\$385	\$7,256
County of Merced	Senior Correctional Sergeant	\$4,361	\$5,306			\$230	\$100	\$65		\$1,054	\$93	\$17			\$406	\$7,271
County of San Joaquin	Correctional Sergeant	\$4,505	\$5,476	\$55		\$125		\$83		\$1,424	\$47	\$6			\$79	\$7,295
County of San Luis Obispo	Sheriff's Correctional Sergeant	\$5,852	\$7,112			\$498	\$150	\$45	\$325						\$544	\$8,674
County of Stanislaus	Sergeant-Custodial	\$4,390	\$5,338			\$440	\$214	\$89		\$1,135	\$97	\$28			\$408	\$7,749
Federal Government - Central Region	No Comparable Class															
		Base Salary Median		\$5,348											Total Compensation Median	\$7,283
		Base Salary Mean		\$5,604											Total Compensation Mean	\$7,454
		State Relationship to Median		22.40%											State Relationship to Median	15.55%
		State Relationship to Mean		18.69%											State Relationship to Mean	13.57%
		Number of Comparable Matches			6											
Correctional Sergeant																
Southern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Correctional Sergeant	\$5,675	\$6,892	\$207	\$138		\$100	\$44		\$1,013			\$130		\$100	\$8,624
City of Anaheim	No Comparable Class															
City of Chula Vista	No Comparable Class															
City of Long Beach	No Comparable Class															
City of Los Angeles	No Comparable Class															
City of Riverside	No Comparable Class															
City of San Diego	No Comparable Class															
City of Santa Ana	No Comparable Class															
County of Los Angeles	Sergeant	\$5,900	\$7,330	\$440	\$293		\$440	\$83	\$946		\$57				\$106	\$9,695
County of Orange	Sergeant	\$5,671	\$8,032			\$967	\$390			\$620	\$48				\$116	\$10,174
County of Riverside	Correctional Sergeant	\$4,918	\$6,428			\$579		\$83	\$568						\$93	\$7,751
County of San Bernardino	Sergeant	\$5,280	\$6,731			\$394	\$640	\$52		\$872					\$98	\$8,787
County of San Diego	Sheriff's Sergeant-Detentions	\$5,245	\$6,374			\$606	\$244	\$60	\$568						\$92	\$7,944
County of Ventura	Sergeant	\$5,841	\$8,190		\$164	\$942	\$435	\$56	\$537						\$119	\$10,442
Federal Government - Southern Region	No Comparable Class															
		Base Salary Median		\$7,031											Total Compensation Median	\$9,241
		Base Salary Mean		\$5,476											Total Compensation Mean	\$9,132
		State Relationship to Median		-2.01%											State Relationship to Median	-7.16%
		State Relationship to Mean		20.55%											State Relationship to Mean	-5.89%
		Number of Comparable Matches			6											

## Correctional Captain

Northern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
<b>Department of Personnel Administration</b>	<b>Correctional Captain</b>	<b>\$8,238</b>	<b>\$9,082</b>		<b>\$182</b>			<b>\$44</b>		<b>\$1,013</b>			<b>\$130</b>		<b>\$132</b>	<b>\$10,582</b>
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	Sheriff's Captain	\$6,020	\$7,320	\$549	\$220	\$659	\$732	\$50		\$965					\$560	\$11,054
County of Placer	Sheriff's Captain	\$7,097	\$8,629	\$863		\$777	\$1,457	\$89		\$1,126	\$50	\$9	\$431		\$629	\$14,060
County of Sacramento	Sheriff's Captain	\$6,788	\$8,251			\$436	\$1,650	\$75		\$827	\$95				\$623	\$11,958
County of Sutter	Division Commander	\$5,119	\$6,293			\$566	\$80	\$42		\$887	\$44	\$15			\$481	\$8,409
Federal Government-Northern Region	Correctional Captain	\$6,639	\$8,631		\$432					\$697					\$629	\$10,388
Base Salary Median			\$8,251											Total Compensation Median		\$11,054
Base Salary Mean			\$7,825											Total Compensation Mean		\$11,174
State Relationship to Median			9.15%											State Relationship to Median		-4.46%
State Relationship to Mean			13.84%											State Relationship to Mean		-5.59%
Number of Comparable Matches			5													

## Correctional Captain

Bay Area																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
<b>Department of Personnel Administration</b>	<b>Correctional Captain</b>	<b>\$8,238</b>	<b>\$9,082</b>		<b>\$182</b>			<b>\$44</b>		<b>\$1,013</b>			<b>\$130</b>		<b>\$132</b>	<b>\$10,582</b>
City of Oakland	No Comparable Class															
City of San Jose	No Comparable Class															
City/County of San Francisco	Sheriff Captain	\$7,889	\$10,064	\$201			\$604	\$71		\$860	\$109				\$146	\$12,055
County of Alameda	Captain	\$9,840	\$11,950				\$896	\$90		\$1,185	\$124				\$677	\$14,922
County of Contra Costa	Captain	\$8,605	\$10,459	\$523	\$40	\$510	\$261	\$73		\$975	\$59				\$152	\$13,052
County of Santa Clara	Correctional Captain	\$9,826	\$12,606			\$1,072		\$71		\$1,225	\$113	\$11			\$183	\$15,280
Federal Government - Bay Area	Correctional Captain	\$7,271	\$9,453		\$473					\$697					\$641	\$11,263
Base Salary Median			\$10,459											Total Compensation Median		\$13,052
Base Salary Mean			\$10,906											Total Compensation Mean		\$13,315
State Relationship to Median			-15.16%											State Relationship to Median		-23.34%
State Relationship to Mean			-20.09%											State Relationship to Mean		-25.82%
Number of Comparable Matches			5													

## Correctional Captain

Central Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Correctional Captain	\$8,238	\$9,082		\$182			\$44		\$1,013			\$130		\$132	\$10,582
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	Correctional Captain	\$6,734	\$8,183				\$409	\$42	\$667						\$622	\$9,924
County of Kern	Sheriff's Commander	\$6,790	\$8,289	\$166		\$934	\$597	\$67		\$830	\$60	\$11			\$624	\$11,578
County of Merced	Commander-Corrections	\$6,086	\$7,403			\$321	\$370	\$65		\$1,054	\$93	\$17			\$566	\$9,889
County of San Joaquin	Sheriff's Captain	\$7,859	\$9,552	\$143	\$96	\$218	\$1,051	\$83	\$1,534						\$139	\$12,815
County of San Luis Obispo	Sheriff's Commander	\$8,559	\$10,403					\$45	\$350				\$17		\$655	\$11,469
County of Stanislaus	Captain	\$6,669	\$10,004		\$150	\$825		\$85		\$1,135	\$97	\$28			\$649	\$12,973
Federal Government - Central Region	Correctional Captain	\$6,285	\$8,170		\$409					\$697					\$622	\$9,898
		Base Salary Median	\$8,289											Total Compensation Median	\$11,469	
		Base Salary Mean	\$8,858											Total Compensation Mean	\$11,221	
		State Relationship to Median	8.73%											State Relationship to Median	-8.38%	
		State Relationship to Mean	2.47%											State Relationship to Mean	-6.03%	
		Number of Comparable Matches	7													
Correctional Captain																
Southern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Correctional Captain	\$8,238	\$9,082		\$182			\$44		\$1,013			\$130		\$132	\$10,582
City of Anaheim	No Comparable Class															
City of Chula Vista	No Comparable Class															
City of Long Beach	No Comparable Class															
City of Los Angeles	No Comparable Class															
City of Riverside	No Comparable Class															
City of San Diego	No Comparable Class															
City of Santa Ana	No Comparable Class															
County of Los Angeles	Captain	\$8,625	\$10,715	\$321	\$429		\$536		\$918		\$61				\$155	\$13,135
County of Orange	Captain	\$10,325	\$11,775			\$1,418				\$620	\$74				\$171	\$14,057
County of Riverside	Sheriff Captain	\$7,594	\$9,926			\$893	\$1,092	\$42	\$568						\$144	\$12,665
County of San Bernardino	Captain	\$7,394	\$9,462		\$757	\$960	\$1,041			\$750					\$137	\$13,107
County of San Diego	Sheriff's Detentions Captain	\$7,415	\$9,011			\$856	\$901	\$60	\$568						\$131	\$11,527
County of Ventura	Commander	\$8,680	\$12,152		\$365	\$1,397	\$911	\$56	\$537			\$57			\$176	\$15,651
Federal Government - Southern Region	Correctional Captain	\$6,920	\$8,996		\$450					\$697					\$634	\$10,777
		Base Salary Median	\$9,926											Total Compensation Median	\$13,107	
		Base Salary Mean	\$10,291											Total Compensation Mean	\$12,989	
		State Relationship to Median	-9.29%											State Relationship to Median	-23.86%	
		State Relationship to Mean	-13.31%											State Relationship to Mean	-22.74%	
		Number of Comparable Matches	7													

## Investigator

Northern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
<b>Department of Personnel Administration</b>	<b>Senior Special Investigator</b>	<b>\$4,727</b>	<b>\$5,705</b>	<b>\$171</b>			<b>\$100</b>			<b>\$978</b>			<b>\$65</b>		<b>\$83</b>	<b>\$7,102</b>
City of Redding	Police Investigator	\$5,739	\$5,739			\$517	\$298	\$75		\$950		\$15			\$83	\$7,677
City of Roseville	Police Officer	\$4,084	\$5,881	\$294		\$529	\$588		\$970						\$85	\$8,348
City of Sacramento	Police Officer	\$4,427	\$5,381			\$484	\$807	\$76	\$880						\$78	\$7,706
County of Mendocino	District Attorney Investigator	\$4,040	\$4,911			\$295	\$491	\$50		\$965					\$376	\$7,087
County of Placer	District Attorney Investigator	\$4,706	\$5,689	\$569		\$512	\$1,016			\$1,126	\$50	\$9			\$435	\$9,406
County of Sacramento	Criminal Investigator II	\$4,715	\$5,730			\$303	\$1,146			\$827	\$95				\$438	\$8,539
County of Sutter	Senior Criminal Investigator	\$4,006	\$4,956			\$446	\$90			\$887	\$44	\$15			\$379	\$6,817
Federal Government-Northern Region	Investigator	\$4,658	\$7,258		\$363					\$697					\$555	\$8,873
		<b>Base Salary Median</b>		<b>\$5,710</b>										<b>Total Compensation Median</b>		<b>\$8,027</b>
		<b>Base Salary Mean</b>		<b>\$5,693</b>										<b>Total Compensation Mean</b>		<b>\$8,057</b>
		<b>State Relationship to Median</b>		<b>-0.08%</b>										<b>State Relationship to Median</b>		<b>-13.03%</b>
		<b>State Relationship to Mean</b>		<b>0.21%</b>										<b>State Relationship to Mean</b>		<b>-13.45%</b>
		<b>Number of Comparable Matches</b>		<b>8</b>												

## Investigator

Bay Area																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
<b>Department of Personnel Administration</b>	<b>Senior Special Investigator</b>	<b>\$4,727</b>	<b>\$5,705</b>	<b>\$171</b>			<b>\$100</b>			<b>\$978</b>			<b>\$65</b>		<b>\$83</b>	<b>\$7,102</b>
City of Oakland	Police Officer	\$5,764	\$7,264	\$156		\$654	\$291	\$64		\$1,121	\$97	\$23			\$105	\$9,775
City of San Jose	Data Not Available															
City/County of San Francisco	District Attorney Investigator	\$6,227	\$7,947				\$477			\$860	\$109				\$115	\$9,508
County of Alameda	Inspector II	\$6,415	\$8,005				\$560			\$1,185	\$124				\$612	\$10,487
County of Contra Costa	District Attorney Senior Inspector	\$6,927	\$8,420			\$389				\$975	\$59				\$122	\$9,965
County of Santa Clara	Criminal Investigator II	\$6,363	\$7,742			\$658	\$581			\$1,225	\$113	\$11			\$112	\$10,442
Federal Government - Bay Area	Investigator	\$6,115	\$7,950		\$398					\$697					\$608	\$9,653
		<b>Base Salary Median</b>		<b>\$7,949</b>										<b>Total Compensation Median</b>		<b>\$9,870</b>
		<b>Base Salary Mean</b>		<b>\$7,888</b>										<b>Total Compensation Mean</b>		<b>\$9,972</b>
		<b>State Relationship to Median</b>		<b>-39.33%</b>										<b>State Relationship to Median</b>		<b>-38.98%</b>
		<b>State Relationship to Mean</b>		<b>-38.26%</b>										<b>State Relationship to Mean</b>		<b>-40.41%</b>
		<b>Number of Comparable Matches</b>		<b>6</b>												

## Investigator

Central Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Senior Special Investigator	\$4,727	\$5,705	\$171			\$100			\$978			\$65		\$83	\$7,102
City of Bakersfield	Detective	\$4,677	\$5,699			\$513	\$570	\$83		\$1,110	\$63				\$83	\$8,120
City of Fresno	Police Specialist	\$4,639	\$5,640				\$226	\$74		\$655					\$82	\$6,676
City of Modesto	Police Detective	\$4,655	\$5,670			\$425	\$113	\$92	\$812						\$82	\$7,195
City of Stockton	Police Officer	\$3,633	\$5,419	\$759	\$108	\$488	\$488	\$133		\$890					\$79	\$8,363
County of Fresno	Senior District Attorney Investigator	\$5,260	\$6,393				\$320		\$667						\$489	\$7,869
County of Kern	District Attorney Investigator III	\$5,187	\$6,332			\$714	\$475	\$67		\$830	\$60	\$11			\$484	\$8,973
County of Merced	District Attorney Investigator II	\$4,153	\$5,053			\$219	\$253	\$65		\$1,054	\$93	\$17			\$387	\$7,140
County of San Joaquin	District Attorney Investigator	\$5,290	\$6,431		\$64	\$147	\$804			\$1,424	\$47	\$6			\$93	\$9,016
County of San Luis Obispo	District Attorney Investigator II	\$6,307	\$7,668			\$552	\$115		\$290				\$17		\$587	\$9,228
County of Stanislaus	Criminal Investigator II	\$4,807	\$5,845			\$307	\$292			\$1,135	\$97	\$28			\$447	\$8,151
Federal Government - Central Region	Investigator	\$5,285	\$6,871		\$344					\$697					\$526	\$8,437
		Base Salary Median	\$5,845											Total Compensation Median	\$8,151	
		Base Salary Mean	\$6,093											Total Compensation Mean	\$8,106	
		State Relationship to Median	-2.45%											State Relationship to Median	-14.78%	
		State Relationship to Mean	-6.80%											State Relationship to Mean	-14.14%	
		Number of Comparable Matches	11													
Investigator																
Southern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Senior Special Investigator	\$4,727	\$5,705	\$171			\$100			\$978			\$65		\$83	\$7,102
City of Anaheim	Police Officer	\$4,715	\$6,318			\$569	\$948			\$954	\$56				\$92	\$8,936
City of Chula Vista	Police Agent	\$5,535	\$6,728			\$606	\$300			\$919	\$48				\$98	\$8,698
City of Long Beach	Police Officer	\$4,788	\$5,858	\$293		\$469	\$350		\$843						\$85	\$7,897
City of Los Angeles	Police Detective II	\$6,932	\$7,727	\$513		\$77	\$464			\$774	\$68				\$112	\$9,735
City of Riverside	Police Detective	\$5,633	\$6,885			\$620	\$861		\$935						\$100	\$9,400
City of San Diego	Police Officer II	\$4,884	\$5,901			\$242	\$443	\$75	\$465						\$86	\$7,211
City of Santa Ana	Police Officer	\$5,177	\$6,294			\$566	\$944			\$767	\$80				\$91	\$8,743
County of Los Angeles	Senior Investigator, D.A.	\$5,547	\$7,275	\$218	\$291		\$909	\$83	\$946		\$57				\$105	\$9,885
County of Orange	Investigator	\$5,521	\$7,067			\$851	\$390			\$620	\$48				\$102	\$9,078
County of Riverside	Senior District Attorney Investigator	\$5,152	\$6,915			\$622	\$761		\$568						\$100	\$8,966
County of San Bernardino	Senior District Attorney Investigator	\$5,228	\$6,665			\$306	\$366	\$52		\$872					\$97	\$8,357
County of San Diego	District Attorney Investigator III	\$5,479	\$6,659			\$633	\$499		\$653						\$97	\$8,541
County of Ventura	District Attorney Investigator III	\$6,129	\$8,593		\$172	\$988	\$435	\$56	\$537						\$125	\$10,906
Federal Government - Southern Region	Investigator	\$5,819	\$7,565		\$378					\$697					\$579	\$9,219
		Base Salary Median	\$6,807											Total Compensation Median	\$8,951	
		Base Salary Mean	\$6,889											Total Compensation Mean	\$8,969	
		State Relationship to Median	-19.31%											State Relationship to Median	-26.04%	
		State Relationship to Mean	-20.76%											State Relationship to Mean	-26.30%	
		Number of Comparable Matches	14													

## Supervising Investigator

Northern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Supervising Special Investigator I	\$5,192	\$6,265	\$188			\$100			\$1,013			\$65		\$91	\$7,722
City of Redding	Police Sergeant	\$5,925	\$7,050			\$635	\$361	\$67		\$950		\$15			\$102	\$9,180
City of Roseville	Police Sergeant	\$5,378	\$7,207	\$360		\$649	\$721		\$970						\$105	\$10,011
City of Sacramento	Police Sergeant	\$5,401	\$6,565			\$591	\$985	\$76	\$880						\$95	\$9,192
County of Mendocino	Chief District Attorney Investigator	\$5,786	\$7,032			\$422	\$703	\$50		\$965					\$538	\$9,710
County of Placer	Supervising District Attorney Investigator	\$5,404	\$6,681	\$668		\$601	\$1,165			\$1,126	\$50	\$9			\$511	\$10,811
County of Sacramento	Supervising Criminal Investigator	\$5,799	\$7,051			\$373	\$1,410			\$827	\$95				\$539	\$10,295
County of Sutter	Chief Investigator District Attorney	\$5,119	\$6,293			\$566	\$80			\$887	\$47	\$15			\$481	\$8,370
Federal Government-Northern Region	Supervisory Investigator	\$6,639	\$8,631		\$432					\$697					\$629	\$10,388
		Base Salary Median		\$7,041											Total Compensation Median	\$9,861
		Base Salary Mean		\$7,064											Total Compensation Mean	\$9,745
		State Relationship to Median		-12.39%											State Relationship to Median	-27.70%
		State Relationship to Mean		-12.75%											State Relationship to Mean	-26.20%
		Number of Comparable Matches			8											

## Supervising Investigator

Bay Area																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Supervising Special Investigator I	\$5,192	\$6,265	\$188			\$100			\$1,013			\$65		\$91	\$7,722
City of Oakland	Police Sergeant	\$8,381	\$8,381	\$156		\$754	\$335	\$64		\$1,121	\$97	\$23			\$122	\$11,053
City of San Jose	Data Not Available															
City/County of San Francisco	Senior District Attorney Investigator	\$6,773	\$8,643				\$519			\$860	\$109				\$125	\$10,256
County of Alameda	Lieutenant of Inspectors	\$8,006	\$9,714				\$680			\$1,185	\$124				\$645	\$12,348
County of Contra Costa	District Attorney Lieutenant of Inspectors	\$7,130	\$8,667	\$433	\$85	\$400	\$433			\$975	\$59				\$126	\$11,179
County of Santa Clara	Criminal Investigator III	\$7,519	\$9,141			\$777	\$686			\$1,225	\$113	\$11			\$133	\$12,085
Federal Government - Bay Area	Supervising Investigator	\$7,271	\$9,453		\$473					\$697					\$641	\$11,263
	Base Salary Median		\$8,904												Total Compensation Median	\$11,221
	Base Salary Mean		\$9,000												Total Compensation Mean	\$11,364
	State Relationship to Median		-42.12%												State Relationship to Median	-45.32%
	State Relationship to Mean		-43.65%												State Relationship to Mean	-47.17%
Number of Comparable Matches		6														



## Supervising Investigator

Central Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Supervising Special Investigator I	\$5,192	\$6,265	\$188			\$100			\$1,013			\$65		\$91	\$7,722
City of Bakersfield	Police Sergeant	\$5,879	\$7,147			\$643	\$715	\$83		\$1,110	\$63				\$104	\$9,865
City of Fresno	Police Sergeant	\$5,593	\$6,800				\$272	\$74		\$655					\$99	\$7,900
City of Modesto	Police Sergeant	\$5,562	\$6,761		\$101	\$507		\$92	\$812						\$98	\$8,372
City of Stockton	Police Sergeant	\$4,988	\$6,403	\$320	\$128	\$576	\$576	\$133		\$890					\$93	\$9,120
County of Fresno	Supervising District Attorney Investigator	\$6,259	\$7,607						\$642						\$582	\$8,831
County of Kern	District Attorney's Lieutenant	\$5,702	\$6,961	\$139		\$785	\$835	\$67		\$830	\$60	\$11			\$533	\$10,221
County of Merced	Supervising District Attorney Investigator	\$4,834	\$5,881			\$255	\$294	\$65		\$1,054	\$93	\$17			\$450	\$8,109
County of San Joaquin	District Attorney Investigator III	\$5,919	\$7,199	\$108	\$72	\$164	\$792	\$83	\$1,534						\$104	\$10,056
County of San Luis Obispo	Supervising District Attorney Investigator	\$7,491	\$9,105			\$656	\$115		\$290				\$17		\$636	\$10,818
County of Stanislaus	Senior Criminal Investigator	\$5,290	\$6,431			\$338	\$322			\$1,135	\$97	\$28			\$492	\$8,842
Federal Government - Central Region	Supervisory Investigator	\$6,285	\$8,170		\$409					\$697					\$622	\$9,898
		Base Salary Median	\$6,961											Total Compensation Median	\$9,120	
		Base Salary Mean	\$5,800											Total Compensation Mean	\$9,275	
		State Relationship to Median	-11.11%											State Relationship to Median	-18.10%	
		State Relationship to Mean	7.42%											State Relationship to Mean	-20.12%	
		Number of Comparable Matches	11													
Supervising Investigator																
Southern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Supervising Special Investigator I	\$5,192	\$6,265	\$188			\$100			\$1,013			\$65		\$91	\$7,722
City of Anaheim	Police Sergeant	\$7,925	\$8,322			\$749	\$187			\$954	\$56				\$121	\$10,389
City of Chula Vista	Police Sergeant	\$6,367	\$7,739			\$697	\$350			\$919	\$48				\$112	\$9,865
City of Long Beach	Police Sergeant	\$6,004	\$7,559	\$378		\$605	\$350		\$843						\$110	\$9,844
City of Los Angeles	Data Not Available															
City of Riverside	Police Sergeant	\$6,885	\$7,968		\$200	\$717	\$996		\$935						\$116	\$10,932
City of San Diego	Police Sergeant	\$5,928	\$7,166			\$294	\$537	\$75	\$465						\$104	\$8,641
City of Santa Ana	Police Sergeant	\$6,384	\$7,761			\$698	\$1,164			\$767	\$80				\$113	\$10,583
County of Los Angeles	Supervising Investigator	\$6,229	\$7,739	\$232	\$310		\$967	\$83	\$946		\$57				\$112	\$10,447
County of Orange	Supervising Attorney's Investigator	\$6,321	\$8,476			\$1,021	\$390			\$620	\$48				\$123	\$10,677
County of Riverside	Supervising District Attorney Investigator	\$6,608	\$8,635		\$108	\$777	\$950		\$706						\$125	\$11,302
County of San Bernardino	District Attorney Supervising Investigator	\$5,817	\$8,126			\$387	\$702	\$52		\$872					\$118	\$10,257
County of San Diego	District Attorney Investigator IV	\$6,074	\$7,382			\$701	\$554		\$653						\$107	\$9,397
County of Ventura	Senior District Attorney Investigator	\$6,582	\$9,246		\$185	\$1,063	\$435	\$56	\$537						\$134	\$11,656
Federal Government - Southern Region	Supervising Investigator	\$6,699	\$8,996		\$450					\$697					\$634	\$10,777
		Base Salary Median	\$7,968											Total Compensation Median	\$10,447	
		Base Salary Mean	\$8,086											Total Compensation Mean	\$10,367	
		State Relationship to Median	-27.18%											State Relationship to Median	-35.29%	
		State Relationship to Mean	-29.06%											State Relationship to Mean	-34.25%	
		Number of Comparable Matches	13													

## Criminalist

Northern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Senior Criminalist	\$5,279	\$6,534							\$978					\$95	\$7,607
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	No Comparable Class															
County of Placer	No Comparable Class															
County of Sacramento	Criminalist IV	\$5,484	\$6,668			\$156				\$827	\$95				\$510	\$8,256
County of Sutter	No Comparable Class															
Federal Government-Northern Region	Forensic Chemist	\$2,541	\$7,258		\$363					\$697					\$555	\$8,873
		Base Salary Median		\$6,963											Total Compensation Median	\$8,565
		Base Salary Mean		\$6,963											Total Compensation Mean	\$8,565
		State Relationship to Median		-6.57%											State Relationship to Median	-12.59%
		State Relationship to Mean		-6.57%											State Relationship to Mean	-12.59%
Number of Comparable Matches 2																

## Criminalist

Central Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Senior Criminalist	\$5,279	\$6,534							\$978					\$95	\$7,607
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	Criminalist II	\$5,364	\$6,521					\$25	\$667						\$499	\$7,712
County of Kern	Criminalist III	\$5,344	\$6,524	\$391						\$830	\$60	\$11			\$499	\$8,316
County of Merced	No Comparable Class															
County of San Joaquin	No Comparable Class															
County of San Luis Obispo	No Comparable Class															
County of Stanislaus	No Comparable Class															
Federal Government - Central Region	Forensic Chemist	\$2,405	\$6,871		\$344					\$697					\$526	\$8,437
	Base Salary Median		\$6,524											Total Compensation Median	\$8,316	
	Base Salary Mean		\$6,639											Total Compensation Mean	\$8,155	
	State Relationship to Median		0.15%											State Relationship to Median	-9.32%	
	State Relationship to Mean		-1.60%											State Relationship to Mean	-7.21%	
	Number of Comparable Matches	3														
Criminalist																
Southern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	Senior Criminalist	\$5,279	\$6,534							\$978					\$95	\$7,607
City of Anaheim	Forensic Specialist II	\$4,493	\$5,460			\$382				\$954	\$56				\$79	\$6,931
City of Chula Vista	No Comparable Class															
City of Long Beach	Criminalist II	\$4,550	\$6,192			\$372			\$843						\$474	\$7,880
City of Los Angeles	Criminalist II	\$6,450	\$8,013					\$8		\$857	\$24				\$116	\$9,018
City of Riverside	No Comparable Class															
City of San Diego	Criminalist II	\$6,025	\$7,281			\$102			\$465						\$106	\$7,954
City of Santa Ana	No Comparable Class															
County of Los Angeles	Senior Criminalist	\$5,547	\$7,275		\$291				\$946		\$57				\$105	\$8,674
County of Orange	Forensic Scientist III	\$5,477	\$7,355			\$863			\$624						\$107	\$8,949
County of Riverside	Data Not Available															
County of San Bernardino	Criminalist II	\$5,503	\$7,034			\$492				\$631					\$102	\$8,259
County of San Diego	Criminalist II	\$6,185	\$7,516			\$526			\$611						\$109	\$8,762
County of Ventura	Forensic Scientist III	\$4,907	\$6,883		\$103	\$275	\$344		\$537						\$527	\$8,669
Federal Government - Southern Region	Forensic Chemist	\$2,648	\$7,565		\$378					\$697					\$575	\$9,215
	Base Salary Median		\$7,278											Total Compensation Median	\$8,672	
	Base Salary Mean		\$7,057											Total Compensation Mean	\$8,431	
	State Relationship to Median		-11.39%											State Relationship to Median	-14.00%	
	State Relationship to Mean		-8.01%											State Relationship to Mean	-10.84%	
	Number of Comparable Matches	10														

## Park Ranger

Northern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	State Park Ranger	\$3,981	\$4,786	\$144			\$100	\$53		\$978			\$240		\$69	\$6,370
City of Redding	No Comparable Class															
City of Roseville	No Comparable Class															
City of Sacramento	No Comparable Class															
County of Mendocino	No Comparable Class															
County of Placer	No Comparable Class															
County of Sacramento	Park Ranger I	\$3,553	\$4,319			\$228				\$827	\$95				\$330	\$5,800
County of Sutter	No Comparable Class															
Federal Government-Northern Region	Park Ranger	\$2,541	\$5,005		\$250					\$697					\$383	\$6,335
	Base Salary Median		\$4,662											Total Compensation Median	\$6,068	
	Base Salary Mean		\$4,662											Total Compensation Mean	\$6,068	
	State Relationship to Median		2.59%											State Relationship to Median	4.75%	
	State Relationship to Mean		2.59%											State Relationship to Mean	4.75%	
	Number of Comparable Matches	2														

## Park Ranger

Bay Area																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	State Park Ranger	\$3,981	\$4,786	\$144			\$100	\$53		\$978			\$240	\$300	\$69	\$6,670
City of Oakland	Ranger	\$4,586	\$5,925			\$533		\$64		\$1,121	\$97	\$23			\$86	\$7,849
City of San Jose	No Comparable Class															
City/County of San Francisco	No Comparable Class															
County of Alameda	No Comparable Class															
County of Contra Costa	No Comparable Class															
County of Santa Clara	No Comparable Class															
Federal Government - Bay Area	Park Ranger	\$2,783	\$5,482		\$274					\$697					\$419	\$6,872
	Base Salary Median		\$5,704												Total Compensation Median	\$7,361
	Base Salary Mean		\$5,704												Total Compensation Mean	\$7,361
	State Relationship to Median		-19.17%												State Relationship to Median	-10.36%
	State Relationship to Mean		-19.17%												State Relationship to Mean	-10.36%
	Number of Comparable Matches	2														

## Park Ranger

Central Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	State Park Ranger	\$3,981	\$4,786	\$144			\$100	\$53		\$978			\$240		\$69	\$6,370
City of Bakersfield	No Comparable Class															
City of Fresno	No Comparable Class															
City of Modesto	No Comparable Class															
City of Stockton	No Comparable Class															
County of Fresno	No Comparable Class															
County of Kern	Park Ranger II	\$3,057	\$3,732	\$224						\$830	\$60	\$11			\$285	\$5,142
County of Merced	No Comparable Class															
County of San Joaquin	No Comparable Class															
County of San Luis Obispo	No Comparable Class															
County of Stanislaus	No Comparable Class															
Federal Government - Central Region	Park Ranger	\$2,405	\$4,737		\$237					\$697					\$362	\$6,033
	Base Salary Median		\$4,235											Total Compensation Median	\$5,588	
	Base Salary Mean		\$4,235											Total Compensation Mean	\$5,588	
	State Relationship to Median		11.52%											State Relationship to Median	12.28%	
	State Relationship to Mean		11.52%											State Relationship to Mean	12.28%	
	Number of Comparable Matches			2												
	Park Ranger															
Southern Region																
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Educational Incentive	Uniform Allowance	Cafeteria Plan	Health	Dental	Vision	Other Cash	Regional Adjustment	Social Security	Monthly Total Compensation
Department of Personnel Administration	State Park Ranger	\$3,981	\$4,786	\$144			\$100	\$53		\$978			\$240	\$300	\$69	\$6,670
City of Anaheim	No Comparable Class															
City of Chula Vista	No Comparable Class															
City of Long Beach	Park Ranger I	\$2,813	\$3,809			\$229			\$843						\$291	\$5,172
City of Los Angeles	No Comparable Class															
City of Riverside	No Comparable Class															
City of San Diego	No Comparable Class															
City of Santa Ana	Park Ranger	\$3,803	\$4,858			\$340				\$938	\$80				\$70	\$6,287
County of Los Angeles	Officer	\$3,556	\$4,178		\$167		\$522	\$63	\$946		\$57				\$61	\$5,994
County of Orange	No Comparable Class															
County of Riverside	No Comparable Class															
County of San Bernardino	No Comparable Class															
County of San Diego	No Comparable Class															
County of Ventura	No Comparable Class															
Federal Government - Southern Region	Park Ranger	\$2,648	\$5,217		\$261					\$697					\$399	\$6,574
	Base Salary Median		\$4,518											Total Compensation Median	\$6,140	
	Base Salary Mean		\$4,516											Total Compensation Mean	\$6,007	
	State Relationship to Median		5.60%											State Relationship to Median	7.94%	
	State Relationship to Mean		5.65%											State Relationship to Mean	9.95%	
	Number of Comparable Matches			4												